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The Society of the
Plastics Industry, Inc.

Labor Survey

Fifty-first Edition (1989)

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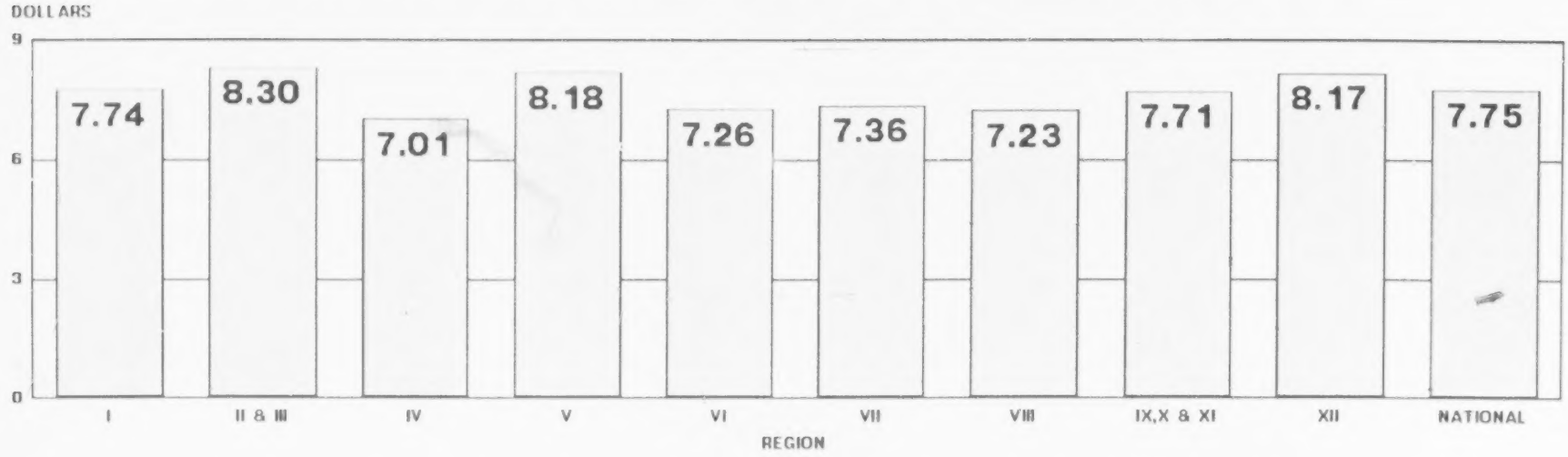
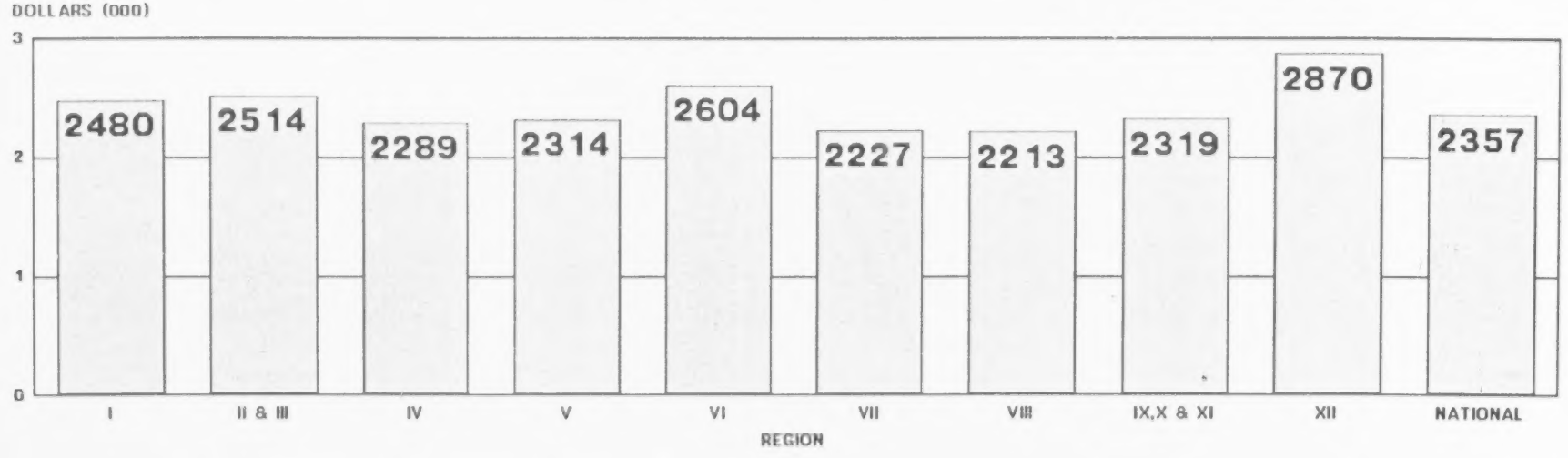
Plastics Processing Companies

Sponsored by the Financial Management Committee of SPI

WEIGHTED AVERAGE HOURLY RATE FOR ALL HOURLY POSITIONS



WEIGHTED AVERAGE MONTHLY BASE SALARY FOR ALL SUPERVISORS



1989 LABOR SURVEY

SURVEY NO. 51 - 1989
PLASTICS PROCESSING COMPANIES

Sponsored by the Financial Management Committee
The Society of the Plastics Industry, Inc.

Compiled by Ernst & Young, Washington, D.C.
Association Services Group

ABOUT THE FINANCIAL MANAGEMENT COMMITTEE. . .

The Financial Management Committee is comprised of executives from over seventy plastics processing firms located throughout the United States. Each representative has a background in finance, management, and manufacturing. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastics processing companies. They regularly sponsor a Financial and Operating Ratios Survey, a Salary and Sales Policy Survey, a Labor Survey, and an Employee Benefits Survey.

Besides the survey work, this group also conducts seminars and conferences.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, Inc., 1275 K Street, N.W., Suite 400, Washington, D.C. 20005.

HOW TO ORDER

All orders for The Labor Survey No. 51, (1989) should be directed to the Literature Sales Department, The Society of the Plastics Industry, Inc., 1275 K Street, N.W., Suite 400, Washington, D.C. 20005. Checks made payable to SPI must accompany all orders. Price $75 per copy for SPI members and $150 for non-members. For Visa or Mastercard orders only you may call toll free 1-800-541-0736.

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OVERVIEW

The Fifty-first Labor Survey reports data from 220 SPI member companies representing 258 plants. The report provides an industry basis for individual companies to compare their compensation practices to all companies as well as firms in the same geographic region.

Plant responses are broken down into 13 geographic regions. A listing of regions by state and/or geographic area is provided on page 2. The survey results include data for both 1988 and 1989. Also included are percentages on a national basis for bonus, overtime, and other company policy data.

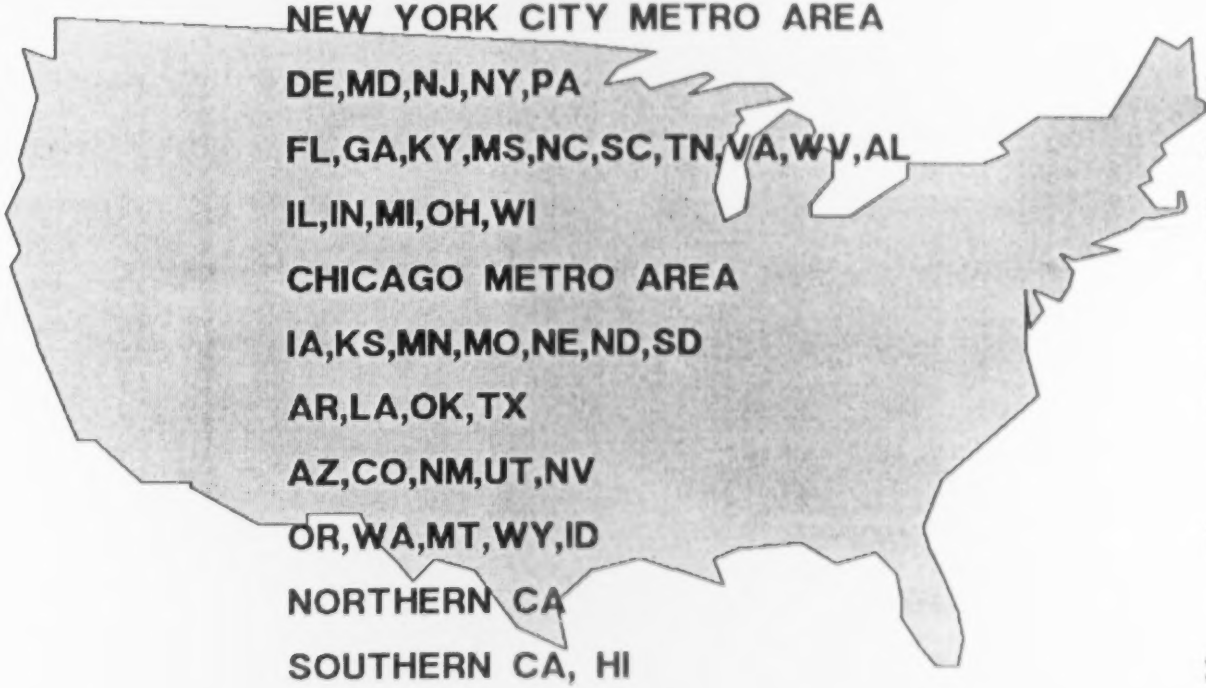
Methodology For Calculating Industry Hourly Rate and Salary Figures

Weighted averages were calculated for each position regionally and nationally. Due to a limited number of responses some regions were combined to obtain relevant data.

Midpoints of each hourly rate or salary range contained on the Labor Survey Questionnaire were determined and used in all calculations. The rates or salaries reported for each position were weighted by the number of employees reported at each rate or salary range. When comparing 1988 and 1989 industry figures it should be noted that the rate ranges for hourly positions were extended to $20 per hour in 1989.

NUMBER OF RESPONDING PLANTS BY SURVEY REGION

REGION	STATES OR AREA	PLANTS
I	CT,ME,MA,RI,VT,NH	16
II	NEW YORK CITY METRO AREA	6
III	DE,MD,NJ,NY,PA	25
IV	FL,GA,KY,MS,NC,SC,TN,VA,WV,AL	38
V	IL,IN,MI,OH,WI	77
VI	CHICAGO METRO AREA	12
VII	IA,KS,MN,MO,NE,ND,SD	18
VIII	AR,LA,OK,TX	19
IX	AZ,CO,NM,UT,NV	7
X	OR,WA,MT,WY,ID	12
XI	NORTHERN CA	3
XII	SOUTHERN CA, HI	21
XIII	CANADA	4
TOTAL		258



PLANT OPERATIONS BY PROCESS TYPE

REGION	NUMBER OF PLANTS RESPONDING	PROCESS TYPE*													
		BLOW MOLDING	COMP-RESSION /TRANSFER MOLDING	CALEN-DERING	CASTING	COATING	EXTRUSION	FABRI-CATING	INJECTION MOLDING	LAMI-NATING	REACTION INJECTION MOLDING	REINFORCED	ROTA-TIONAL MOLDING	THERMO-FORMING	OTHER
I	14	1	1		1		2	1	8	1				1	2
II	6	1							3			1		1	
III	25		4			1	7	4	6	4		6		4	1
IV	36	4	2	1			12	6	10		1	4		4	1
V	76	2	11				15	3	38	2		7		14	7
VI	12						2		6			2		2	1
VII	18	3	3				2		11	1		1		2	1
VIII	18		5	1	2	2	6	6	7	3		3		1	2
IX	7						3	1	3					2	1
X	12						1	3	9		1			1	
XI	3								2	1					
XII	21		3				3	1	11	1		2		3	3
XIII	4	1			1		2		1						
NATIONAL**	250	11	29	2	3	3	53	25	114	13	2	26	0	35	19
PERCENT		4.4%	11.6%	0.8%	1.2%	1.2%	21.2%	10.0%	45.6%	5.2%	0.8%	10.4%	0.0%	14.0%	7.6%
1988	273	28	34	2	2	4	51	20	119	11	2	23	2	28	32
PERCENT		10.3%	12.5%	0.7%	0.7%	1.5%	18.7%	7.3%	43.6%	4.0%	0.7%	8.4%	0.7%	10.3%	11.7%

* Due to multiple processes per plant, total may not agree with number of responding plants.
** Does not include Region XIII.

PLANT STATISTICS

REGION	NUMBER OF RESPONDING PLANTS	TOTAL EMPLOYEES	PLANT SIZE BY NUMBER OF EMPLOYEES							HOURS OF PLANT OPERATION PER WEEK		
			1-49	50-99	100-199	200-299	300-399	400-499	500 & OVER	LOW	AVG	HIGH
I	16	1,752	10	2	3				1	40	90	144
II	6	195	4	1	1					45	75	120
III	25	1,751	12	8	4	1				40	103	168
IV	38	4,706	14	10	6	4		2	2	40	106	168
V	76	9,748	30	22	11	6	2	2	3	40	102	168
VI	12	1,419	5	3	2	1			1	40	102	136
VII	18	1,147	9	4	5					56	117	168
VIII	19	1,974	10	2	2	4	1			40	128	168
IX	7	354	5	1	1					40	88	168
X	12	1,224	4	2	5	1				40	98	168
XI	3	40	3							45	98	168
XII	21	1,238	15	3	2	1				36	93	168
XIII	4	202	2	2						40	94	168
NATIONAL**	253	25,548	121	58	42	18	3	4	7	36	103	168
PERCENT			47.8%	22.9%	16.6%	7.1%	1.2%	1.6%	2.8%			
1988	278	30,913	110	64	59	28	5	6	6	37	106	168
PERCENT			39.5%	23.0%	21.2%	10.1%	1.8%	2.2%	2.2%			

** Does not include Region XIII.

CHRISTMAS OR OTHER BONUS STATISTICS - HOURLY EMPLOYEES

REGION	BONUS PAID			BASIS FOR BONUS PAYMENT*					
	YES	NO	N/R	FIXED AMOUNT	LENGTH OF SERVICE	MANAGEMENT JUDGEMENT	COMPANY/ PLANT PROFITS	PERCENT OF EARNINGS	OTHER
I	11	5		3	2	2	2	3	1
II	4	2		2	1	1			1
III	15	10		2	5	5	3	3	1
IV	17	21		1	4	6	5	4	1
V	27	49	1	3	9	2	8	4	5
VI	6	6		3		1		1	1
VII	7	11		4		2	1	1	
VIII	10	9		5	2	3	1	1	
IX	3	4		1	2		1		
X	8	4		3	3	3	1		1
XI	1	2			1		1		
XII	14	7		4	2	5	2	4	
XIII	3	1		1			1	1	1
NATIONAL**	123	130	1	31	31	30	25	21	11
Percent	48.6%	51.4%	--	25.2%	25.2%	24.4%	20.3%	17.1%	8.9%
1988	151	127	8	35	46	36	19	9	18
Percent	54.3%	45.7%	--	23.2%	30.5%	23.8%	12.6%	6.0%	11.9%

* Due to multiple responses per plant, total may not agree with number of "yes" responses.
** Does not include Region XIII.

N/R - No Response

CHRISTMAS OR OTHER BONUS STATISTICS - HOURLY EMPLOYEES (CONT'D)

REGION	BASIS FOR FIXED AMOUNT BONUS					
	UNDER 1 WEEK'S EARNINGS	1 WEEK'S EARNINGS	1 1/2 WEEK'S EARNINGS	2 WEEK'S EARNINGS	GIFT	OTHER
I		1			2	
II	2					
III		1				1
IV					1	
V	1				2	
VI					3	
VII	1	1			2	
VIII	1				3	1
IX		1				
X		1			2	
XI						
XII		1			2	1
XIII					1	
NATIONAL**	5	6	0	0	18	3
Percent	15.6%	18.8%	0.0%	0.0%	56.2%	9.4%
1988	8	5	2	3	14	2
Percent	23.5%	14.7%	5.9%	8.8%	41.2%	5.9%

** Does not include Region XIII.

CHRISTMAS OR OTHER BONUS STATISTICS · SALARIED FIRST LINE SUPERVISORS

REGION	BONUS PAID			BASIS FOR BONUS PAYMENT*							
	YES	NO	N/R	PERCENT OF EARNINGS	LENGTH OF SERVICE	COMPANY/ PLANT PROFITS	EMPLOYEE PERFORMANCE/ MERIT	EXECUTIVE JUDGEMENT	FIXED AMOUNT	OTHER	N/R
I	13	3		3	2	3	1	4	4		
II	3	3			1	1		1	1		
III	15	10		3	3	4	1	6	1		
IV	20	18		6	2	8	4	2	1		1
V	36	40	1	8	4	12	4	14	2	1	
VI	6	6		1			1	2	2		
VII	10	8		3	2	3	4	5	1		
VIII	12	7		2	2	2	3	2	4		
IX	3	4		1	2	1	1				
X	7	4	1		2	1		2	3		
XI	1	2			1	1					
XII	15	6		6	2	3	3	4	1		
XIII	3	1				3	2				
NATIONAL**	141	111	2	33	23	39	22	42	20	1	1
Percent	56.0%	44.0%	--	23.4%	16.3%	27.7%	15.6%	29.8%	14.2%	0.7%	--
1988	163	108	15	30	27	43	19	53	19	8	0
Percent	60.1%	39.9%	--	21.3%	19.1%	30.5%	13.5%	37.6%	13.5%	5.7%	--

* Due to multiple responses per plant, total may not agree with number of "yes" responses.
** Does not include Region XIII.

N/R · No Response

OVERTIME STATISTICS - SHIFT SUPERVISORS

REGION	OVERTIME PAID			BASIS FOR OVERTIME PAYMENT									
	YES	NO	N/R	OVER 8 HOURS/DAY	OVER 10 HOURS/DAY	OVER 40 HOURS/WEEK	OVER 45 HOURS/WEEK	OVER 8 HRS/ DAY/ 40 HRS/ WEEK	SATURDAY/ SUNDAY/ HOLIDAYS	OVER 8 HRS/DAY & SATURDAY/ SUNDAY/ HOLIDAYS	OVER 8 HRS/DAY/ 40 HRS/WEEK & SATURDAY/SUNDAY/ HOLIDAYS	OTHER	N/R
I	10	6		1		6			1			2	
II	5	1		2			1	1				1	
III	16	9		1		6	3	4				1	1
IV	24	13	1	2		7	2	5	2			5	1
V	56	20	1	9		25	4	6	5	3	2	2	
VI	8	4		1		4		1	2				
VII	8	10				5	1		1			1	
VIII	10	9				4		1	2			3	
IX	4	3			1	1	1		1				
X	9	3				5		2	1			1	
XI	2	1				2							
XII	15	6		2		5		6	1	1			
XIII	4					2			1			1	
NATIONAL**	167	85	2	18	1	70	12	26	16	4	2	16	2
Percent	66.3%	33.7%	--	10.9%	0.6%	42.4%	7.3%	15.8%	9.7%	2.4%	1.2%	9.7%	--
1988	204	73	9	27	3	78	13	20	34	4	5	18	2
Percent	73.6%	26.4%	--	13.4%	1.5%	38.6%	6.4%	9.9%	16.8%	2.0%	2.5%	8.9%	--

** Does not include Region XIII.

N/R - No Response

OVERTIME STATISTICS - SHIFT SUPERVISORS (CONT'D)

REGION	METHOD OF OVERTIME PAYMENT						
	STRAIGHT TIME	TIME AND A HALF	STRAIGHT TIME/TIME AND A HALF	TIME AND A HALF/ DOUBLE TIME	PERCENT OF SALARY	OTHER	N/R
I		10					
II	1	3				1	
III	2	11		3			
IV	4	12	1	3		2	2
V	7	41	1	5	2		
VI		5		1	1	1	
VII	1	5		1		1	
VIII	1	5	2	1		1	
IX	1	3					
X		8					1
XI		2					
XII	1	10		4			
XIII		4					
NATIONAL**	18	115	4	18	3	6	3
PERCENT	11.0%	70.1%	2.4%	11.0%	1.8%	3.7%	--
1988	25	149	7	7	3	11	2
PERCENT	12.4%	73.7%	3.5%	3.5%	1.5%	5.4%	--

** Does not include Region XIII.

N/R - No Response

OTHER COMPENSATION POLICIES

REGION	PIECE WORK PAY						PAID LUNCH PERIOD							
	MOLDERS			FINISHERS						LENGTH OF PAID LUNCH PERIOD (MINUTES)				
	YES	NO	N/R	YES	NO	N/R	YES	NO	N/R	1-15	16-20	21-29	30 & UP	N/R
I		15	1		15	1	10	6			7	1	2	
II		6	3		6		4	2			1		2	1
III		20	5		20	5	11	14		1	3		7	
IV	1	29	8		27	11	26	9	3	5	13		7	1
V	3	67	7	1	64	12	45	30	2	8	27		10	
VI		11	1		11	1	8	4			6	1	1	
VII		18			18		7	11		2	4		1	
VIII		17	2		17	2	10	9			6		4	
IX		7			7		2	5			1		1	
X		12			12		2	10					2	
XI		3			3		1	2					1	
XII	1	19	1		20	1	6	15		1	1		4	
XIII	1	3		1	3		3	1					3	
NATIONAL**	5	224	28	1	220	33	132	117	5	17	69	2	42	2
PERCENT	2.2%	97.8%	--	0.5%	99.5%	--	53.0%	47.0%	--	13.1%	53.1%	1.5%	32.3%	--
1988	3	257	26	5	255	26	153	123	10	18	62	1	70	2
PERCENT	1.2%	98.8%	--	1.9%	98.1%	--	55.4%	44.6%	--	11.9%	41.0%	0.7%	46.4%	--

** Does not include Region XIII.

N/R - No Response

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	NATIONAL
MOLDING JOBS (1-10)											
1. Foreman (Compression, Working)	1989	D	D		10.16		7.48	D	D	13.25	10.20
	1988		N/A		9.22	D	D	D		D	8.64
2. Foreman (Injection, Working)	1989	6.17	12.30	8.34	8.63	12.54	10.43	7.55	9.84	11.75	9.47
	1988	10.99	N/A	8.59	8.97	11.62	9.91	D	9.72	12.11	9.77
3. Foreman (Blow Molding, Working)	1989			D			D			D	9.42
	1988		N/A	D	D	D	D				11.35
4. Set up Man - Troubleshooter	1989	9.66	9.18	7.83	9.36	8.73	8.63	7.86	9.35	9.45	8.97
	1988	10.21	N/A	7.24	8.89	9.07	9.56	7.89	8.39	10.25	9.02
5. Compression Transfer Molding Op.	1989		D	D	8.52		6.10	6.15	D	6.85	7.75
	1988	D	N/A	D	8.55	D	D	D		D	8.14
6. Compression Preform Machine Op.	1989	D			8.68		D	D		D	8.32
	1988	D	N/A		7.83	D				D	8.22
7. Injection Molding Operator	1989	6.87	6.36	4.94	6.87	5.78	5.73	4.69	5.73	5.37	5.91
	1988	7.27	N/A	5.01	6.25	5.57	5.37	4.62	5.43	5.90	5.71
8. Blow-Molding Operator	1989	D	D	D	6.98		D		D		7.60
	1988		N/A	6.55	5.09	8.76	9.57	D	D	D	7.04
9. Material Man	1989	D	8.54	6.14	7.85	7.10	6.56	4.39	6.30	6.42	6.94
	1988	9.12	N/A	6.32	8.16	7.51	7.60	7.58	8.08	D	7.78
10. Floor Man	1989	6.54	9.18	5.85	7.38	6.37	5.94	D	5.98	7.15	6.60
	1988	7.92	N/A	7.03	7.06	6.69	7.05	D	6.49	6.17	7.19

D - Insufficient data; minimum 3 reporting companies required.
N/A - Not Available

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	NATIONAL
EXTRUSION JOBS (11-14)											
11. Foreman (Working)	1989	D	11.63	10.12	13.67	D		12.94	11.97	D	12.15
	1988		N/A	D	11.42	D	D	D		10.07	11.07
12. Set up Man - Troubleshooter	1989	D	11.27	8.39	9.86		D	D	D	D	9.36
	1988	D	N/A	D	8.11	D	D	D		D	8.58
13. Extrusion Operator	1989	D	8.93	8.55	9.61	D	D	7.63	8.67	8.22	8.82
	1988	D	N/A	8.82	8.91	D	8.79	7.61	D	D	8.39
14. Material Man	1989	D	7.33	8.37	7.69	D	8.29	6.63	6.81	D	7.48
	1988		N/A	7.68	7.88	D	7.81	6.03		D	7.34
REINFORCED PLASTICS JOBS (15-21)											
15. Foreman (Working)	1989	D	11.16	9.07	9.11			9.14	D		9.93
	1988		N/A	D	10.40		D	D	11.92	D	9.74
16. Set up Man - Troubleshooter	1989	D		7.81	8.97	D		D	D		8.48
	1988		N/A	D	D					D	8.15
17. Reinforced Plastics Operator	1989	D	7.54	D	8.73			8.50	D	D	8.25
	1988		N/A		9.27			D	D	7.04	8.08
18. Reinforced Plastics Preform Op.	1989		D		D			D		D	8.10
	1988		N/A		D	D		D		D	7.02
19. Reinforced Plastics Fabricator	1989		7.52	6.35	7.54			D	D		7.53
	1988		N/A	D	D	D	D	D	8.12	D	5.76
20. Reinforced Plastics Pultruder Op.	1989		D	6.31	6.94	D		D		D	7.37
	1988		N/A	D	D	D		D			6.62
21. Reinforced Plastics Fil. Winder Op.	1989		D	8.28	D			7.69	D	D	8.05
	1988		N/A	D	D		D	D	D		8.59

D - Insufficient data; minimum 3 reporting companies required.
N/A - Not Available

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION I	REGION II & III	REGION IV	REGION V	REGION VI	REGION VII	REGION VIII	REGION IX, X & XI	REGION XII	NATIONAL
THERMOFORMING JOBS (22-25)											
22. Foreman (Working)	1989	D	D	D	10.13		D	D	9.11	D	9.60
	1988	D	N/A	7.70	9.96	D	D	D		D	9.61
23. Set up Man - Troubleshooter	1989	D	9.87	D	9.85	D	D	D	7.63	D	9.44
	1988	D	N/A	9.56	9.02	D	D	D	D	D	9.19
24. Thermoforming Press Operator	1989	D	8.86	8.28	8.34	D	D	D	7.39	D	8.17
	1988	D	N/A	8.79	8.34	D	7.75	D	D	D	8.17
25. Inspector/Packer	1989	D	7.30	7.13	6.75	D	D		6.13	7.12	6.69
	1988	D	N/A	6.76	7.33	D	D		D	D	6.94
EPS FOAM JOBS (26-28)											
26. Foam Shop Operator	1989		D	6.81	D		D	D	D	6.53	7.12
	1988	D	N/A	D	6.61		D	D	D	D	6.58
27. Mold Operator	1989			5.61	5.75		D	D		D	6.37
	1988	7.82	N/A	5.51	7.21		D	D	D	5.59	7.17
28. Material Man	1989		D	D	D		D	D		D	5.50
	1988	4.87	N/A		5.65		D	D		D	6.79
FINISHING JOBS (29-34)											
29. Foreman (Working)	1989	D	D	D	9.43	D	D	D	D	12.63	9.88
	1988	D	N/A	8.55	8.56	8.87	9.22	D		11.81	9.27
30. Finisher - General	1989	6.57	7.67	5.61	7.64	7.20	7.34	5.93	7.13	6.43	7.26
	1988	D	N/A	5.79	8.10	6.33	5.97	5.34	5.97	6.73	7.56
31. Painter and Sprayer	1989	D	D	D	8.22	D	D	D		D	7.80
	1988		N/A	6.22	8.03	D	D	D	7.77	D	7.59

D - Insufficient data; minimum 3 reporting companies required.
N/A - Not Available

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
FINISHING JOBS (Continued)											
32. Buffing Operator	1989				D			D	D		7.08
	1988		N/A		D	D					6.27
33. Tumbling Operator	1989			D	D			D			5.63
	1988		N/A	D		7.02					6.03
34. Set up Man - Troubleshooter	1989	D		D	9.24		D	D	D	D	8.94
	1988	D	N/A	D	8.81	9.37	D	D	D	D	8.92
FABRICATION JOBS (35-37)											
35. Machine Operator	1989	6.00	7.98	D	8.25		D	7.94	D	D	7.87
	1988	D	N/A	D	8.51	D	8.61	6.64	D	D	7.75
36. Assembler	1989	D	6.48	5.66	5.62		6.19	7.40	6.52	D	6.24
	1988	D	N/A	5.23	7.82	D	6.58	4.99	5.87	D	6.59
37. Material Man	1989		D	5.69	D		D		D	D	7.48
	1988		N/A	D	9.51	D	D	D	D	D	8.95
INSPECTION JOBS (38-39)											
38. Chief Inspector	1989	10.65	10.97	9.08	9.98	8.51	7.08	9.15	9.65	13.08	9.61
	1988	11.75	N/A	8.58	9.41	8.83	8.46	8.21	9.31	13.11	9.57
39. Inspector	1989	7.38	7.85	7.02	8.19	7.67	6.97	6.93	7.90	9.30	7.66
	1988	7.93	N/A	7.63	7.93	7.83	7.62	7.34	8.05	8.51	7.81

D - Insufficient data; minimum 3 reporting companies required.
N/A - Not Available

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	NATIONAL
SHIPPING & RECEIVING JOBS (40-44)											
40. Foreman (Working)	1989	9.38	10.33	8.93	9.99	10.50	D	8.89	9.42	9.38	9.65
	1988	8.44	N/A	8.53	7.85	11.00	9.37	8.72	9.00	10.82	9.15
41. Shipper-Material Handler	1989	8.23	8.06	7.41	8.46	7.81	7.58	6.61	7.34	8.89	7.88
	1988	7.61	N/A	7.36	8.02	7.66	7.01	6.47	7.75	8.03	7.64
42. Packer	1989	6.88	7.05	5.90	7.13	7.90		6.29	7.13	6.11	6.70
	1988	D	N/A	5.77	7.79	7.38	7.36	8.31	7.06	6.96	7.12
43. Truck Operator	1989	D	8.39	7.57	8.10	6.75	8.30	7.18	7.75	8.92	8.01
	1988	7.84	N/A	6.22	8.81	7.83	8.51	10.11	9.84	7.81	8.56
44. Clerk	1989		7.38	7.55	8.58	D	7.61	6.90	D	8.50	8.08
	1988		N/A	7.43	8.18	8.91	8.04	7.59	7.60	D	8.02
MAINTENANCE JOBS (45-48)											
45. Foreman (Working)	1989	13.45	12.14	11.79	12.15	D	11.75	11.92	13.92	13.75	12.41
	1988	10.92	N/A	10.40	11.18	13.79	11.83	11.46	12.18	12.46	11.66
46. Mechanic	1989	10.94	9.54	9.69	10.15	10.99	9.86	9.84	11.37	12.02	10.17
	1988	11.49	N/A	9.39	10.38	10.67	10.70	8.46	11.05	10.45	10.19
47. Electrician	1989	D	12.39	10.88	11.56		11.42	11.04	12.75	12.38	11.50
	1988	D	N/A	10.59	11.06	12.14	9.01	10.63	D	D	10.86
48. Helper - Trainee	1989	D	6.16	6.08	8.37	7.65	6.92	7.75	6.45	7.56	7.29
	1988	D	N/A	6.50	8.08	7.97	D	6.89	7.37	7.00	7.40

D - Insufficient data; minimum 3 reporting companies required.
N/A - Not Available

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION I	REGION II & III	REGION IV	REGION V	REGION VI	REGION VII	REGION VIII	REGION IX, X & XI	REGION XII	NATIONAL
TOOL ROOM JOBS (49-55)											
49. Foreman (Working)	1989	14.38	17.40	12.33	13.10	D	D	D	15.25	D	14.11
	1988	13.69	N/A	12.15	12.04	D	D	D	11.07	D	12.58
50. Mold/Die Designer	1989	D	14.25	D	13.69	D	D		13.58	D	13.62
	1988	D	N/A	D	13.75	D	D	D	14.00	D	13.30
51. Mold Maker/Lead Man	1989		D	D	14.88	D	D		D		14.55
	1988	14.00	N/A	D	12.71	D	13.84	12.90	12.50	9.46	12.80
52. Mold Maker	1989	D	13.79	10.77	12.94	D	11.54	12.34	14.45	17.81	13.36
	1988	13.45	N/A	10.31	12.32	D	11.35	10.98	13.31	12.70	12.25
53. Mold Repair Man	1989	D	D	10.39	10.11	13.78	13.07	D	12.55	15.67	12.04
	1988	D	N/A	9.54	9.55	12.76	D	D	D	8.58	10.60
54. Machinist	1989	11.89	11.54	10.62	10.64		9.81	10.78	D	14.07	11.19
	1988	D	N/A	11.02	9.90	11.39	9.78	7.87	9.31	D	10.44
55. Apprentice	1989	D	7.83	8.25	8.92	7.57	7.63	6.63	8.25	D	8.31
	1988	D	N/A	D	8.68	8.23	6.81	D	6.64	7.94	8.11
MISCELLANEOUS JOBS (56-57)											
56. General Hand, Labor Trainee	1989	D	6.75	6.37	6.68	D	6.36	6.55	6.27	8.33	6.44
	1988	6.36	N/A	6.04	7.09	D	5.19	6.68	7.64	5.49	6.56
57. Porter-Janitor, etc.	1989	6.50	6.07	5.92	7.38	6.75	6.44	5.53	6.44	6.63	6.75
	1988	D	N/A	5.67	7.15	6.99	5.38	5.27	5.96	5.57	6.34
ALL POSITIONS	1989	7.74	8.30	7.01	8.18	7.26	7.36	7.23	7.71	8.17	7.75
	1988	7.93	N/A	6.91	8.00	7.27	7.10	6.75	7.24	7.40	7.56

D - Insufficient data; minimum 3 reporting companies required.
N/A - Not Available

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE MONTHLY BASE SALARY
OF FIRST LINE SUPERVISORS POSITIONS BY REGION (DOLLARS)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
1. Compression	1989		D	D	2,096	D	D	D		D	2,099
	1988	D	2,021	D	2,144	D	D	D		D	2,134
2. Injection	1989	2,314	2,600	2,156	2,262	2,410	2,061	2,007	2,218	2,913	2,236
	1988	2,236	2,403	2,093	2,202	2,402	2,063	1,930	2,343	3,088	2,234
3. Blow Molding	1989	D	D	D	D		D			D	2,683
	1988		2,383	2,250	D	2,425	2,844	D	D	D	2,436
4. Extrusion	1989	D	2,535	2,304	2,430		D	1,819	2,750	D	2,355
	1988	D	2,530	2,352	2,283	D	D	2,044	D	D	2,363
5. Reinforced	1989	D	2,240	2,219	2,363	D		2,525		2,717	2,444
	1988		2,159	1,933		D		D	2,033	D	2,199
6. Thermoforming	1989	D	2,500	2,575	2,497	D	D	D	D	3,181	2,554
	1988	D		2,428	2,428		2,200	D	D	2,800	2,386
7. EPS Foam	1989			D	2,356		D	D	D	D	2,282
	1988	2,592	D	D	1,945			D		2,228	2,061
8. Finishing	1989	D	D	D	2,209		2,275	D	D		2,186
	1988	D	2,221	D	2,029	2,107	D	D	1,883		2,092
9. Fabrication	1989		D	2,050	2,480			2,400	D	D	2,332
	1988		2,142	D	2,363	D	2,333	2,050	1,675	D	2,160

D - Insufficient data; minumum of 3 reporting companies required.

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE MONTHLY BASE SALARY
OF FIRST LINE SUPERVISORS POSITIONS BY REGION (DOLLARS)
(Continued)

JOB CLASSIFICATION		REGION									NATIONAL
		I	II & III	IV	V	VI	VII	VIII	IX, X & XI	XII	
10. Inspection	1989	D	2,525	2,041	2,200	D	2,269	1,944	2,088	D	2,167
	1988	D	2,117	2,280	2,220	2,611	2,365	2,613	1,950	2,483	2,308
11. Shipping and Receiving	1989	D	2,125	2,341	2,121	2,270	1,870	2,234	1,900	2,800	2,163
	1988	2,217	2,017	2,183	2,024	2,350	2,017	2,135	1,700	2,275	2,078
12. Maintenance	1989		2,693	2,667	2,584	3,133	2,733	2,696	2,443	3,200	2,680
	1988	2,225	2,646	2,468	2,551	2,881	2,627	2,417	2,470	D	2,569
13. Tool Room	1989	D	2,964	2,663	2,574	2,991	2,850	2,379	3,013	3,200	2,777
	1988	D	3,038	2,345	2,735	2,864	2,817	D	D	3,200	2,737
ALL POSITIONS	1989	2,480	2,514	2,289	2,314	2,604	2,227	2,213	2,319	2,870	2,357
	1988	2,365	2,326	2,243	2,248	2,435	2,349	2,121	2,154	2,652	2,289

D - Insufficient data; minumum of 3 reporting companies required.

National figures include all responses for Regions I-XII.

APPENDIX - A

LIST OF PARTICIPANTS

ACCURATE MOLDED PLASTICS
COEUR D'ALENE, ID 83814

ACRO EXTRUSION CORP.
WILMINGTON, DE 19809

ADVANCED FOAM
GARDENA, CA 90249

AKEMI PLASTICS, INC.
EATON RAPIDS, MI 48827

ALAMO FOAM, INC.
SAN ANTONIO, TX 78233

ALLIED INDUSTRIES, INC.
ROGERS, MN 55374

ALLEN EXTRUDERS, INC.
HOLLAND, MI 49423

ALUCOBOND TECHNOLOGIES, INC.
BENTON, KY 42025

AMERICAN COMPOSITE TECHNOLOGY
BOSTON, MA 02210

AMERON - FIBERGLASS PIPE DIV.
HOUSTON, TX 77280

ANAHEIM CUSTOM EXTRUDERS, INC.
ANAHEIM, CA 92806

ANCHOR TOOL & PLASTICS, INC.
MINNEAPOLIS, MN 55427

AN-COR INDUSTRIAL PLASTICS INC.
N. TONAWANDA, NY 14120

APPLIED COMPOSITES
ST. CHARLES, IL 60174

ARVRON, INC.
GRAND RAPIDS, MI 49508

BANGOR PLASTICS, INC.
BANGOR, MI 49013

BARON INDUSTRIES, INC.
DENVER, CO 80239

BAUER CORPORATION
WOOSTER, OH 44691

BEDFORD INDUSTRIES, INC.
WORTHINGTON, MN 56187

BEMIS MANUFACTURING CO.
SHEBOYGAN FALLS, WI 53085

BIG VALLEY PLASTICS, INC.
SUMNER, WA 98390

BIRD INCORPORATED
BARDSTOWN, KY 40004

BUNNELL PLASTICS INC.
MICKLETON, NJ 08056

BUSADA MANUFACTURING CORP.
LOUISA, VA 23093

CADILLAC PRODUCTS, INC.
TROY, MI 48083

CELLOX CORP.
REEDSBURG, WI 53959

CENTRAL PLASTICS COMPANY
SHAWNEE, OK 74801

C&G/MERCURY PLASTICS, INC.
SANTA MONICA, CA 90404

CHELSEA BUILDING PRODUCTS
OAKMONT, PA 15139

CHEMREX INC.
COMMERCE CITY, CO 80022

CHEVRON CHEMICAL COMPANY
HOUSTON, TX 77010

CHRIS CRAFT INDUSTRIES
GROTON, CT 06340

CHURCHILL CONTAINER
SHAWNEE, KS 66218

CINCINNATI FOAM PRODUCTS, INC.
CINCINNATI, OH 45251

CLEARPLASS CONTAINERS, INC.
LYONS, NY 14489

COASTAL ENGINEERED PRODUCTS
VARNVILLE, SC 29944

COMBIBLOC, INC.
COLUMBUS, OH 43228

COMMERCIAL POLYMERS, INC.
DENVER, CO 80216

CONLEY CORPORATION
TULSA, OK 74137

CONTINENTAL PLASTICS, INC.
TRIADELPHIA, WV 26059

CRANE PLASTICS COMPANY
COLUMBUS, OH 43216

CREATIVE FORMING
RIPON, WI 54971

CREATIVE PULTRUSIONS, INC.
ALUM BANK, PA 15521

CRESCENT PLASTICS, INC.
EVANSVILLE, IN 47715

CRITERION PLASTICS, INC.
KINGSVILLE, TX 78363

CROSBY MANUFACTURING CO.
CROSBY, MN 56441

CROSSLINK TECHNOLOGY, INC.
TORONTO, ONTARIO, CANADA M9W 5Y6

CUPS ILLUSTRATED, INC.
LANCASTER, TX 75134

CUSTOM PACK, INC.
MALVERN, PA 19355

CYANEDE PLASTICS, INC.
HENDERSON, KY 42420

DEKALB MOLDED PLASTICS
BUTLER, IN 46721

DIMCO GRAY CO.
CENTERVILLE, OH 45458

WALTER DRAKE, INC.
HOLYOKE, MA 01041

DTM PRODUCTS, INC.
BOULDER, CO 80301

THE DURIRON COMPANY, INC.
SPRINGBORO, OH 45066

EASTERN STEEL BBL CORP.
PISCATAWAY, NJ 08854

ECONO-BLAST LTD., INC.
ST. PETERSBURG, FL 33716

EGC CORP.
HOUSTON, TX 77222

ELECTRO-GENERAL PLASTICS CORP.
CLEVELAND, OH 44120

ENDURO FIBERGLASS DIVISION
HOUSTON, TX 77001

ENGINEERING PLASTICS, INC.
WESTBORO, MA 01581

ENGINEERED CUSTOM PLASTICS CORP.
EASLEY, SC 29641

ERSHIGS, INC.
BELLINGHAM, WA 98227

ESSEF CORPORATION
DAYTONA BEACH, FL 32117

FABRI-KAL CORP.
KALAMAZOO, MI 49001

FEDERAL MOLDING CO.
SANFORD, NC 27330

FIAT PRODUCTS/CRANE PLUMBING
MONROE, OH 45050

FIBERCAST COMPANY
SAND SPRINGS, OK 74063

FLECK CO., INC.
AUBURN, WA 98002

FOAMOLD CORPORATION
ONEIDA, NY 13421

FORM PAC CORP.
SANDUSKY, OH 44870

GAGE INDUSTRIES, INC.
LAKE OSWEGO, OR 97035

GEIGER PLASTICS INC.
GARDENA, CA 90248

GENERAL THERMOFORMING, CORP.
YONKERS, NY 10701

THE GENERAL INDUSTRIES CO.
ELYRIA, OH 44036

M.C. GILL CORP.
EL MONTE, CA 91731

THE GOODYEAR TIRE & RUBBER CO.
JACKSON, OH 45640

GR TECHNICAL SERVICE
MOUNTAINSIDE, NJ 07092

GRAFCO - ATLANTA
JONESBORO, GA 30236

GREAT DANE TRAILERS, INC.
BRAZIL, IN 47834

GROHEN TOOL & DIE CO., INC.
SAN LEANDRO, CA 94577

R.D. HARRIS & ASSOCIATES
TEMPE, AZ 85281

HARVEL PLASTICS, INC.
EASTON, PA 18044

HAYSITE REINFORCED PLASTICS
ERIE, PA 16509

HEARTLAND BUILDING PRODUCTS
BOONEVILLE, MS 38829

HI-TECH MOLD & TOOL, INC.
PITTSFIELD, MA 01201

HOFFER PLASTICS CORPORATION
SOUTH ELGIN, IL 60177

HOPPLE PLASTICS, INC.
FLORENCE, KY 41042

HUGHES SUPPLY INC.
ORLANDO, FL 32853

HUNTER DRUMS, LTD.
BURLINGTON, ONTARIO, CANADA

HURON PLASTICS GROUP, INC.
ST. CLAIR, MI 48079

IMCO REINFORCED PLASTICS, INC.
MOORESTOWN, NJ 08057

INNOVATIVE PLASTICS CORP.
ORANGEBURG, NY 10962

INTERNATIONAL REINFORCED PLASTICS
DENMARK, SC 29042

JONES & HUNT, INC.
ORWIGSBURG, PA 17961

JSN INDUSTRIES, INC.
IRVINE, CA 92714

KAYSUN CORP.
MANITOWOC, WI 54221

KIEHL ENGINEERING CO. INC.
BENSENVILLE, IL 60106

KLOCKNER-PENTAPLAST OF AMERICA
GORDONSVILLE, VA 22942

KOLLER CRAFT PLASTIC PROD. DIV
FENTON, MO 63026

WILLIAM KREYSLER & ASSOCIATES
PENNGROVE, CA 94951

L.B. PLASTICS, INC.
MOORESVILLE, NC 28115

LEIDEL CORP.
FARMINGDALE, NY 11735

LIBERTY POLYGLAS, INC.
WEST MIFFLIN, PA 15122

LOOMIS PLASTICS CORPORATION
SEATTLE, WA 98199

LYDALL, INC.
MARION, NY 14505

MACK MOLDING CO.
ARLINGTON, VT 05250

MAJORS, INC.
OMAHA, NE 68127

MANKATO CORPORATION
MANKATO, MN 56001

MANUFACTURERS RUBBER & SUPPLY
MEMPHIS, TN 38103

MASTER CONTAINERS, INC.
MULBERRY, FL 33860

MASTER INDUSTRIES, INC.
ANSONIA, OH 45303

MASTER MOLDED PRODUCTS CORP.
ELGIN, IL 60123

MASTER SHIELD INC.
WEATHERFORD, TX 76086

MATRIX APPLICATIONS COMPANY
PASCO, WA 99301

MAYNARD PLASTICS CO., INC.
SALEM, MA 01970

MENASHA CORPORATION/MPD
WATERTOWN, WI 53094

MICHIGAN PLASTIC PRODUCTS CO.
GRAND HAVEN, MI 49417

MOLDEX, INC.
PUTNAM, CT 06260

MOLDED CONTAINER CORP.
PORTLAND, OR 97202

MORRISON MOLDED FIBER GLASS
BRISTOL, VA 24203

MXL INDUSTRIES INC.
LANCASTER, PA 17601

NATIONAL PLASTICS CORPORATION
FORT WAYNE, IN 46825

NORTHWOOD INDUSTRIES, INC.
TRAVERSE CITY, MI 49684

NVF COMPANY
WILLOW GROVE, PA 19090

PACIFIC MOLDED FOAM
DOWNEY, CA 90241

PACIFIC PLASTIC TECHNOLOGY
S. EL MONTE, CA 91733

PACIFIC ALLIED PRODUCTS, LTD.
EWA BEACH, HI 96707

PAC-LITE PRODUCTS, INC.
MARINE CITY, MI 48039

P. C. PLASTICS, INC.
ELK GROVE, IL 60007

PEERLESS MOLDED PLASTICS, INC.
TOLEDO, OH 43615

PELICAN PRODUCTS, INC.
TORRANCE, CA 90501

PENDA CORP.
PORTAGE, WI 53901

PEN PLAST, INC.
CLEARWATER, FL 33546

PERFORMANCE PLASTICS PRODUCTS
HOUSTON, TX 77041

PEXCO, INC.
NORTHBOROUGH, MA 01532

THE PHILLIPS MANFACTURING CO.
CANTON, MA 02021

PLACON CORPORATION
MADISON, WI 53708

PLASTALENE CORPORATION LTD.
GRANBY, QUEBEC, CANADA J2J 1C2

PLASTIC ART PRODUCTS
GREELEY, CO 80631

PLASTIC CONCEPT, INC.
HUNTINGTON BEACH, CA 92649

PLASTIC CRAFT, INC.
MINNEAPOLIS, MN 55406

PLASTIC DESIGN, INC.
MIDDLETOWN, CT 06457

PLASTIC ENGINEERING CORP.
NEW BERLIN, WI 53151

PLASTIC ENTERPRISES CO., INC.
INDEPENDENCE, MO 64051

PLASTIC INGENUITY INC.
CROSS PLAINS, WI 53528

PLASTIC PRODUCTS COMPANY
LINDSTROM, MN 55045

PLEXCO/AMSTED IND., INC.
FRANKLIN PARK, IL 60131

POLY FOAM INC.
LESTER PRAIRIE, MN 55354

POLYMER CONVERSIONS INC.
BUFFALO, NY 14227

POLYMER COMPOSITES, INC.
WINONA, MI 55987

POLYPLY, INC.
GRAND HAVEN, MI 49417

PRECISION CUSTOM PRODUCTS, INC.
DEGRAFF, OH 43318

PRECISION FIBERGLASS INDUST.
NEWBERRY, SC 29108

PREMIX, INC.
ASHTABULA, OH 44004

PRENT CORPORATION
JANESVILLE, WI 53547

PRODUCTIVE PLASTICS, INC.
MT. LAUREL, NJ 08054

PROGRESS PLASTICS, INC.
AUBURNDALE, FL 33823

PUGET CORPORATION OF OREGON
PORTLAND, OR 97223

QUALITY PLASTICS CO., INC.
NEWBERG, OR 97132

RAKAR, INC.
OXNARD, CA 93033

REB PLASTICS, INC.
AVON LAKE, OH 44012

RECTO MOLDED PRODUCTS, INC.
CINCINNATI, OH 45209

REGAL PLASTIC CO.
KANSAS CITY, MO 64127

REHAU INCORPORATED
LEESBURG, VA 22075

L. W. REINHOLD PLASTICS, INC.
LOS ANGELES, CA 90003

RICHMOND PLASTICS INC.
RICHMOND, VA 23225

H.H. ROBERTSON COMPANY
PITTSBURGH, PA 15222

ROBIN II, INC.
MARKESAN, WI 53946

ROSTONE CORPORATION
LAFAYETTE, IN 47903

ROYCE PLASTIC MOLDING CO., INC.
INDIANAPOLIS, IN 46226

R & R PLASTICS, INC.
SWANTON, OH 43558

SAMCO PLASTICS COMPANY
WATSONVILLE, CA 95077

SANDUSKY PLASTICS, INC.
SANDUSKY, OH 44870

SAUDER INDUSTRIES LTD.
RICHMOND, B.C., CANADA V6V 1K8

SEALRIGHT CO., INC.
LOS ANGELES, CA 90023

SNOW CORPORATION
FORT WORTH, TX 76107

SOUTHERN PLASTICS CO.
RICHMOND, VA 23294

SOUTHERN PLASTIC MOLD, INC.
ANAHEIM, CA 92806

SPENCER PLASTIC PRODUCTS CORP.
DALE, IN 47523

STANDARD OIL ENGINEERED MATER. CO.
HAWTHORNE, CA 90250

STULL ENGRAVING COMPANY
RANDOLPH, NJ 07869

SUNBEAM PLASTICS CORP.
EVANSVILLE, IN 47711

SUNBURST FRUIT JUICES, INC.
SALEM, MA 01970

SUPERFOS PACKAGING, INC.
CUMBERLAND, MD 21502

SURATCO PRODUCTS CO.
POYNETTE, WI 53955

TASLER PALLET & EPS
WEBSTER CITY, IA 50595

TECHFORM, INC.
MT. AIRY, NC 27030

TECHPLASTICS, INC.
W. CHICAGO, IL 60185

TECH-WAY INDUSTRIES, INC.
FRANKLIN, OH 45005

TEEL PLASTICS CO., INC.
BARABOO, WI 53913

TEMPRESS, INC.
SEATTLE, WA 98108

TEXTEK PLASTICS, INC.
SAN ANTONIO, TX 78227

THERMAL INDUSTRIES, INC.
PITTSBURGH, PA 15221

THERMOPLASTIC MOLDERS, INC.
OKLAHOMA CITY, OK 73116

TOOL CHEMICAL CO., INC.
FERNDALE, MI 48220

TORBITT & CASTLEMAN COMPANY
BUCKNER, KY 40010

TRANS PLASTICS, INC.
CONNEAUT, OH 44030

TRANSPARENT CONTAINER COMPANY
BERKELEY, IL 60163

TRIQUEST CORP.
VANCOUVER, WA 98661

TRI-STATE FOAM PRODUCTS, INC.
MARTINSVILLE, VA 24113

TRUEBLOOD, INC.
TIPP CITY, OH 45371

UC INDUSTRIES, INC.
PARSIPPANY, NJ 07054

UNITED INDUSTRIES CO., INC.
BENTONVILLE, AR 72712

UNIVERSAL BARRIER CORP.
ST. JOSEPH, MO 64504

VENTURE PLASTICS, INC.
SANTA ANA, CA 92703

VERMONT PLASTICS, INC.
MONTPELIER, VT 05602

VIATEC-HASTINGS ENGINEERED SYS.
HASTINGS, MI 49058

WEB PLASTICS CO., INC.
RICHWOOD, OH 43344

R.D. WERNER CO., INC.
FRANKLIN PARK, IL 60131

WESS PLASTIC INC.
FARMINGDALE, NY 11735

W.J. WHATLEY, INC.
COMMERCE CITY, CO 80022

WILDEN INTERNATIONAL PLASTICS
MONTPELIER, VT 05602

WILLOW PLASTICS, INC.
GENEVA, IL 60134

WITT PLASTICS, INC.
GREENVILLE, OH 45331

LAWRENCE WITTMAN & CO., INC.
COPIAGUE, NY 11726

W. M. PLASTICS, INC.
CARY, IL 60013

WOODLAND MOLDED PLASTICS CORP.
BROADVIEW, IL 60153

WORTHINGTON PLASTICS, INC.
COLTON, CA 92324

ZEHRCO PLASTICS, INC.
ASHTABULA, OH 44004

APPENDIX B

The Society of the
Plastics Industries, Inc.

SPI

1275 K Street, N.W.
Washington, D.C. 20005
(202) 371-5293

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER, 1989

Supercedes September 1988 Job Descriptions

MOLDING AND EXTRUSION

1. **WORKING FOREMAN (Hourly Paid Supervisors, Compression, Injection, Blow-Molding, Reinforced Plastics, Thermoforming, and Finishing.)** – *Lines 1, 2, 3, 11, 15, 22, and 29
Supervises, instructs, directs and trains department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material, housekeeping and performing duties of lower department classifications, as required.

2. **SET UP MAN AND/OR TROUBLE SHOOTER** – Lines 4, 12, 16 and 23
Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, B[illegible] Molding, Thermoformi[illegible]** – Lines 5, 7, 8 and 24.
Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, [illegible] inserts in the mold, removing inserts from the part, inspection, de-gating, [illegible] inspecting parts, removing flash and performing a variety of minor finishing [illegible] finished parts, clean around press, fill hoppers and keep product[illegible] a[illegible]

   In general, employee in an "Operator" class [illegible] machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** – Line [illegible]
Sets up and adjusts a variety of dies [illegible] automatic machines to produce pills of proper weight, hardness and dimension. Maintains presses [illegible] machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN** (Floor Boy) – Line 10
Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing, supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** – Lines 9, 14, 28 and 37
In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** – Line 13.
Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

REINFORCED PLASTICS

8. **REINFORCED PLASTICS OPERATOR** – Line 17
Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 51.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** – Line 18
Operates preform machine after setups are completed. Loads materials into machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** – Line 19
Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** – Line 20
Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** – Line 21
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Remove excess resin and air from resin with rollers, cures and cuts product to desired length.

THERMOFORMING

13. **INSPECTOR/PACKER** – Line 25
Inspects a variety of thermoformed plastics parts, refers questionable conditions to supervisors. Selects, counts, bulk packs, or wraps parts or assemblies and other materials.

EPS FOAM

14. **FOAM SHOP OPERATOR** – Line 26
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

15. **MOLD OPERATOR** – Line 27
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

FINISHING

16. **FINISHER-GENERAL** – Line 30
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

17. **PAINTER & SPRAYER** – Line 31
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

18. **BUFFING OPERATOR** – Line 32
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

19. **TUMBLING OPERATOR** – Line 33
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 51.

20. **SETUP MAN AND/OR TROUBLESHOOTER** – Line 34
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

21. **MACHINE OPERATOR** – Line 35
Operates such support equipment as punch press, rivetor, clincher, and drill press.

22. **ASSEMBLER** – Line 36
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

23. **CHIEF INSPECTOR (Working)** – Line 38
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

24. **INSPECTOR** – Line 39
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

SHIPPING AND RECEIVING

25. **FOREMAN (Working)** – Line 40
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

26. **SHIPPER-MATERIAL HANDLER** – Line 41
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

27. **PACKER** – Line 42
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

28. **TRUCK OPERATOR** – Line 43
Operates truck to transport raw materials, finished parts, and other materials between plants, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 51.

29. **CLERK** – Line 44
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination, checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

30. **FOREMAN (Working)** – Line 45
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

31. **MECHANIC** – Line 46
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

32. **ELECTRICIAN** – Line 47
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOL ROOM

33. **FOREMAN (Working)** – Line 49
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

34. **MACHINIST** – Line 54
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

35. **GENERAL HAND, LABOR TRAINEE, HELPER-TRAINEE** – Lines 48 and 56
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

36. **PORTER-JANITOR, etc.**– Line 57
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 51.

APPENDIX C

The Society of the Plastics Industry, Inc.

ANNUAL LABOR SURVEY

LABOR SURVEY NO. 51 (1989)
PLASTICS PROCESSING COMPANIES

Sponsored By:
Financial Management Committee

Company Code _____
Plant Location (City, St.) _____

EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1989

PART ONE - INSTRUCTIONS

GENERAL

1. Carefully study the Job Titles and Descriptions enclosed **BEFORE** attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgement.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are NOT part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

5. **Part Three** - Report number of salaried supervisors whose characteristics match the job title according to **monthly base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. Exclude working foremen who are paid on an hourly basis.** If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary **including** overtime earnings. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are NOT part of regular earnings.

HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September, 1989-the effective date of this survey.**

1. The horizontal lines crossing the verticle hourly rate columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molding operators (job title row "7") $6.00 hourly and four injection molding operators $6.15 hourly. Insert the figure "9" in row "7" in column "B" ($6.00-$6.49). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each rate column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by job line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

All questionnaires should be returned to Ernst & Young by October 31, 1989 in the enclosed return envelope. If you have any questions regarding this survey contact Mr. Paul Korz at (202)862-5259 or Ms. Mona Hall at (202)862-6042

CONFIDENTIALITY

All figures of individual companies will be held in strict confidence. Only participants will receive a copy of the final Report.

ERNST & YOUNG
ASSOCIATION SERVICES GROUP
1225 CONNECTICUT AVENUE, N.W.
WASHINGTON, D.C. 20036
FAX - (202) 862-6200

Return not later than October 31, 1989

Company Code _____ Plant Location (City, St.) _____

PART TWO — NUMBER OF HOURLY EMPLOYEES

PROCESS OR DEPARTMENT AND JOB TITLE	HOURLY RATE (DOLLARS)																														
	Below $5.00	5.00-5.49	5.50-5.99	6.00-6.49	6.50-6.99	7.00-7.49	7.50-7.99	8.00-8.49	8.50-8.99	9.00-9.49	9.50-9.99	10.00-10.49	10.50-10.99	11.00-11.49	11.50-11.99	12.00-12.49	12.50-12.99	13.00-13.49	13.50-13.99	14.00-14.49	14.50-14.99	15.00-15.49	15.50-15.99	16.00-16.49	16.50-16.99	17.00-17.49	17.50-17.99	18.00-18.49	18.50-18.99	19.00-19.49	19.50-19.99	20.00 & Over	TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	
MOLDING																																	
1. Foreman (compression, working)																																	
2. Foreman (injection, working)																																	
3. Foreman (blow molding, working)																																	
4. Set up Man - Troubleshooter																																	
5. Compression Transfer Molding Operator																																	
6. Compression Preform Machine Operator																																	
7. Injection Molding Operator																																	
8. Blow Molding Operator																																	
9. Material Man																																	
10. Floor Man																																	
EXTRUSION																																	
11. Foreman (working)																																	
12. Set up Man - Troubleshooter																																	
13. Extrusion Operator																																	
14. Material Man																																	
REINFORCED PLASTICS																																	
15. Foreman (working)																																	
16. Set up Man - Troubleshooter																																	
17. Reinforced Plastics Operator																																	
18. Reinforced Plastics Preform Operator																																	
19. Reinforced Plastics Fabricator																																	
20. Reinforced Plastics Pultruder Operator																																	
21. Reinforced Plastics Filament Winder Operator																																	
THERMOFORMING																																	
22. Foreman (working)																																	
23. Set up Man - Troubleshooter																																	
24. Thermoforming Press Operator																																	
25. Inspector/Packer																																	
EPS FOAM																																	
26. Foam Shop Operator																																	
27. Mold Operator																																	
28. Material Man																																	
FINISHING																																	
29. Foreman (working)																																	
30. Finisher - General																																	

Company Code _____ Plant Location (City, St.) _____

PART TWO - NUMBER OF HOURLY EMPLOYEES (CONT.)

PROCESS OR DEPARTMENT AND JOB TITLE	HOURLY RATE (DOLLARS)																																	
	Below $5.00	5.00-5.49	5.50-5.99	6.00-6.49	6.50-6.99	7.00-7.49	7.50-7.99	8.00-8.49	8.50-8.99	9.00-9.49	9.50-9.99	10.00-10.49	10.50-10.99	11.00-11.49	11.50-11.99	12.00-12.49	12.50-12.99	13.00-13.49	13.50-13.99	14.00-14.49	14.50-14.99	15.00-15.49	15.50-15.99	16.00-16.49	16.50-16.99	17.00-17.49	17.50-17.99	18.00-18.49	18.50-18.99	19.00-19.49	19.50-19.99	20.00 & Over	TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	
FINISHING (CONT.)																																		
31. Painter and Sprayer																																		
32. Buffing Operator																																		
33. Tumbling Operator																																		
34. Set up Man - Troubleshooter																																		
FABRICATION																																		
35. Machine Operator																																		
36. Assembler																																		
37. Material Man																																		
INSPECTION																																		
38. Chief Inspector (working)																																		
39. Inspector																																		
SHIPPING & RECEIVING																																		
40. Foreman (working)																																		
41. Shipper-Material Handler																																		
42. Packer																																		
43. Truck Operator																																		
44. Clerk																																		
MAINTENANCE																																		
45. Foreman (working)																																		
46. Mechanic																																		
47. Electrician																																		
48. Helper - Trainee																																		
TOOL ROOM																																		
49. Foreman (working)																																		
50. Mold/Die Designer																																		
51. Mold Maker/Lead Man																																		
52. Mold Maker																																		
53. Mold Repair Man																																		
54. Machinist																																		
55. Apprentice																																		
MISCELLANEOUS																																		
56. General Hand, Labor Trainee																																		
57. Porter-Janitor, etc.																																		
TOTAL																																		

Company Code _____ Plant Location (City, St.) _____

PART THREE - NUMBER OF SALARIED EMPLOYEES

FIRST LINE SUPERVISORS, FOREMAN	MONTHLY BASE SALARY EXCLUDING OVERTIME																				
	Under $1,400	1,400 - 1,499	1,500 - 1,599	1,600 - 1,699	1,700 - 1,799	1,800 - 1,899	1,900 - 1,999	2,000 - 2,099	2,100 - 2,199	2,200 - 2,299	2,300 - 2,399	2,400 - 2,499	2,500 - 2,599	2,600 - 2,699	2,700 - 2,799	2,800 - 2,899	2,900 - 2,999	3,000 - 3,099	3,100 - 3,199	3,200 & Over	
PROCESS OR DEPARTMENT	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	TOTAL
MOLDING																					
1. COMPRESSION																					
2. INJECTION																					
3. BLOW MOLDING																					
OTHER																					
4. EXTRUSION																					
5. REINFORCED																					
6. THERMOFORMING																					
7. EPS FOAM																					
8. FINISHING																					
9. FABRICATION																					
10. INSPECTION																					
11. SHIPPING & RECEIVING																					
12. MAINTENANCE																					
13. TOOL ROOM																					
TOTAL																					

PART FOUR - BONUS AND OVERTIME INFORMATION

1. Did you pay a Christmas or other bonus to salaried First Line Supervisors?

☐ Yes ☐ No

2. If yes, on what basis is bonus paid?

A. ☐ Percent of Earnings
B. ☐ Length of Service
C. ☐ Company/Plant Profits
D. ☐ Employee Performance/Merit
E. ☐ Executive Judgment
F. ☐ Fixed Amount
G. ☐ Other (Describe) _____

3. Do you pay overtime to Shift Supervisors?

☐ Yes ☐ No

4. If yes, on what basis is overtime paid?

A ☐ Over 8 hrs. a day
B. ☐ Over 10 hrs. a day
C. ☐ Over 40 hrs. a week
D. ☐ Over 45 hrs. a week
E. ☐ Over 8 hrs. a day/40 hrs. a week
F. ☐ Saturday and/or Sunday/holidays
G. ☐ Other (Describe) _____

5. Method of overtime payment?

A. ☐ Straight Time
B. ☐ Time and a Half
C. ☐ Straight Time/Time and a Half
D. ☐ Time and a Half/Double Time
E. ☐ Percent of Salary
F. ☐ Other (Describe) _____

6. Did you pay a Christmas or other bonus to hourly employees?

☐ Yes ☐ No

7. If yes, on what basis?

A. ☐ Fixed Amount
B. ☐ Length of Service
C. ☐ Management Judgment
D. ☐ Company/Plant Profits
E. ☐ Percent of Earnings
F. ☐ Other (Describe) _____

8. If bonus is fixed amount, basis for amount?

A ☐ Under 1 Week Earnings
B. ☐ 1 Week Earnings
C. ☐ 1 1/2 Weeks Earnings
D. ☐ 2 Weeks Earnings
E. ☐ Gift
F. ☐ Other (Describe) _____

9. Do you pay piece work to molders?

☐ Yes ☐ No

10. Do you pay piece work to finishers?

☐ Yes ☐ No

11. Does your company have a paid lunch period?

☐ Yes ☐ No

12. If yes, how long in minutes?

_____ Minutes

PART FIVE - IDENTIFYING & COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

13. Number of hourly employees in this plant.

_____

14. Number of salaried employees in this plant.

_____

15. What were your plastics sales for most recent calendar or fiscal year?

A ☐ $0 - 2,000,000
B ☐ $2,000,000 - 5,000,000
C ☐ $5,000,000 - 10,000,000
D. ☐ $10,000,000 and Over

16. Number of hours this plant operates per week.

_____ Hours

17. Type of Processing - For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business.

A ☐ Blow Molding
B ☐ Compression/Transfer Molding
C. ☐ Calendering
D. ☐ Casting
E. ☐ Coating
F. ☐ Extrusion
G. ☐ Fabricating
H. ☐ Injection Molding
I. ☐ Laminating
J. ☐ Reaction Injection Molding (RIM)
K. ☐ Reinforced
L. ☐ Rotational Molding
M. ☐ Thermoforming
N. ☐ Other (Describe) _____

18. Please list any areas you think should be included in future surveys.

_____

_____

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